



# STATE OF CONNECTICUT

DEPARTMENT OF EDUCATION



## POSITION SPECIFICATION

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### REANNOUNCEMENT OF ANTICIPATED POSITION:

Chief Performance Officer (Department of Education Chief of Educational Services), Connecticut State Department of Education

### REANNOUNCED WITH NEW SALARY, KNOWLEDGE, SKILL AND ABILITY AND EXPERIENCE AND TRAINING REQUIREMENTS

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### ABOUT THE ORGANIZATION:

The Connecticut State Department of Education is embarking on a bold and ambitious strategy for education reform. Under the leadership of newly appointed Commissioner Stefan Pryor, the department has begun a deliberate and disciplined process to tackle some of the most significant obstacles standing in the way of every student having the opportunity to graduate high school both college- and career-ready.

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### ABOUT THE POSITION:

This is an exciting opportunity for an entrepreneurial and experienced professional to create a next generation accountability system that provides the field (educators, parents and students) with information about student learning as early and as precisely as possible. In addition, this person will also lead the Department's investment in data, analysis, and technology capabilities that will inform this accountability system.

#### Key Responsibilities:

- Partner closely with Commissioner, Chief Academic Officer, Superintendents and other key stakeholders to properly measure and report on student achievement through the use of student assessments (annual and interims), state and national testing, and the tracking of other important data related to student, school and staff performance
- Manage the staff and operations of Data Research and Evaluation, Data Collection and Reporting and Accountability Programs

Box 2219 • Hartford, Connecticut 06145

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- Leverage the state’s robust statewide longitudinal data system that incorporates learning growth models, ensuring that the links between students, teachers, and courses, and outcomes are captured, helping the SDE to refine its understanding of the attributes and experiences that lead to college and career readiness
- Lead the design and implementation of the state’s new accountability system that will result from opportunity to seek waivers from existing federal accountability regulations that are overly burdensome and or produce unnecessary red tape.
- Build, manage and direct the research team that will identify differentiated levels of school, district, and classroom performance. This research will be the foundation for differentiated accountability ranging from limited monitoring all the way to intervention and transformation in our weakest performing school communities.
- Create and publish data research, analysis and dashboards and other data reporting systems to help various audiences visualize, interpret and analyze student performance data
- Manage and coach the Performance team, ensuring that the team has the skills and resources to meet the state’s evaluation needs.
- Work closely with the Talent Management office on the design of educator evaluation and accountability tools and systems
- Serve as liaison with the State Board of Education, districts and the community regarding all evaluation issues; clearly articulating the importance of data and assessment measures and building consensus around their use
- Lead internal communications related to all performance and accountability programs and the rollout of performance and accountability policies and procedures
- Identify and track key metrics to measure progress against internal and external goals

**REQUIREMENTS:**      **Knowledge, Skill and Ability** Considerable knowledge of and ability to apply management principles and techniques; considerable knowledge of relevant state and federal laws, statutes and regulations; considerable knowledge of the philosophy and methods of education with emphasis on educational administration and management; considerable knowledge of objectives and purposes of educational services and programs; considerable knowledge of public school administration; considerable oral and written communication skills; ability to plan, organize and direct work of large-scale educational services; decision making ability; ability to establish and maintain cooperative relationships with departmental professionals and administrators, administrative staff and higher education institutions, local school system, other state and federal agencies, business, industry and labor; administrative ability.

**EXPERIENCE AND TRAINING:**

**General Experience:** An earned advanced degree and twelve (12) years of professional experience in the field of Education or in a related area.

**Special Experience:** Three (3) years of the General Experience must have been in a managerial capacity in the development of school or district leadership or administration of a comprehensive educational program and/or services.

1. Managerial capacity is defined as full time managerial responsibility for a major program. Position will have supervisory responsibilities but the emphasis should be management activities defined as formulating goals and objectives, developing and implementing program procedures, initiating program policies, developing and/or monitoring a budget.
2. For State employees, the Special Experience is interpreted at the level of Education Bureau Chief.

**Preferred experience and training:**

- 5+ years of work experience with an emphasis designing and implementing systems-wide change
- A deep passion for education, a hunger to drive systemic change, and a commitment to the belief that all

students can achieve at the highest levels

- Expertise in education-related reform issues, such as teacher evaluation and measurement systems and accountability programs
- Proven experience designing and executing a strategic and broad-based metrics management initiative
- Entrepreneurial and collaborative mindset with a track record of execution in a time of growth and change
- Exceptional interpersonal skills, with demonstrated success navigating complex environments while building and maintaining relationships, across the organization's multiple internal and external stakeholders, such as staff, teachers, principals, unions, community groups and advocacy organizations, particularly in a time of growth and change
- Experience managing change in large, complex environments with multiple stakeholders and a wide array of divergent points of view
- Strong writing, communication, and presentation skills, with an ability to motivate and inspire a diverse set of stakeholders toward a common goal

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| <b>LOCATION:</b> | Hartford, Connecticut |
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| <b>COMPENSATION:</b> | \$121,126 TO \$155,371 |
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**QUALIFIED  
INDIVIDUALS,  
PLEASE APPLY  
ONLINE AT:**

Interested candidates should submit a letter of application and resume with details of experience and training, three pertinent professional letters of recommendation and an Application for Examination or Employment (CT-HR-12) which may be obtained from the Department of Education web site at <http://www.sde.ct.gov> to: <http://www.on-ramps.com/jobs/687>

**Please note:** The new applicant pool will include applicants who have previously applied for this vacancy. Previous applicants are not required to resubmit the required documentation.

**Closing date for applications: Applications will be accepted until the position is filled.**

“The State of Connecticut Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of **race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. The Department of Education does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction.** Inquiries regarding the Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/American with Disabilities Act Coordinator, State of Connecticut Department of Education, 25 Industrial Park Road, Middletown, CT 06457, 860-807-2101. Levy.Gillespie@ct.gov.”

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